UNITED
NATIONS

CEDAW

Convention on the Elimination of All Forms of Discrimination against Women

Distr.
GENERAL

CEDAW/C/DEN/3
21 May 1993

ORIGINAL: ENGLISH

Committee on the Elimination of Discrimination
against Women (CEDAW)

CONSIDERATION OF REPORTS SUBMITTED BY STATES PARTIES
UNDER ARTICLE 18 OF THE CONVENTION

Third periodic reports of States parties

DENMARK *

---

* For the initial report submitted by the Government of Denmark, see CEDAW/C/5/Add.22; for its consideration by the Committee, see CEDAW/C/SR.66 and CEDAW/C/SR.72, and Official Records of the General Assembly, forty-first session Supplement No. 45 (A/41/45), paras. 32 to 68, for second periodic report submitted by the Government of Denmark, see CEDAW/C/13/Add.14; for its consideration by the Committee, see CEDAW/C/SR.182, and Official Records of the General Assembly, forty-sixth session Supplement No.38 (A/46/38), paras. 250 to 276.

V.93-85831

CONTENTS

PREFACE 4

CHAPTER 1: THE FRAMEWORK FOR EQUALITY WORK 5

Foundation 5
Constitution and Legislation 5
National Plan of Action 6
Equality Bodies and Temporary Means 8
Priorities 9
Special Issues 9

CHAPTER 2: WOMEN IN PUBLIC LIFE 10

Political Rights and Participation 10
Policy Development 10
Participation in Public Services 11
Special Areas 11
Representing the Government 12
Citizenship 13

CHAPTER 3: WOMEN AND EDUCATION 14

Access to Education 14
Initiatives at Elementary School Level 14
Higher Secondary Education and Vocational Training 15
Further and Higher Education 16

CHAPTER 4: WOMEN AND EMPLOYMENT 17

The Situation in the Labour Market 17
Employment Opportunities 17
Equal Remuneration 18
Equal Treatment 19
Social Support Services 21
Other Government Initiatives 21

CHAPTER 5: OTHER LEGAL AND SOCIAL EFFORTS 24

Health Problems and Provisions 24
Violence 24
Family Life 26

EPILOGUE: EQUALITY FOR ALL 29

COMMENTS BY DANISH WOMEN'S NGO'S 30

National Council of Women in Denmark 30
Danish Women's Society 34

ANNEXES 37

1. Act on equal opportunities between men and women 37
2. Equal Treatment Act 39
3. Equal Pay Act 48
4. Act on Equality in Appointing Members to Public Committees 52
5. Act on Equality in Appointing Board Members of the Civil Service 54

TABLES 55

1. Members of public Committees etc. Percentage of women 55

2. Number of students at institutions for advanced studies. Level, sex and average age 56

3. Number of students and percent of women in advanced education. 1977, 1985 and 1990 57

4. The labour force according to sex. 1960 to 1991 58

5. Number of persons in the labour force in % of number of persons aged 15 to 74. 1967 to 1991. Sex and marital status 59

6. The Average unemployment 1973 to 1992 60

7. Average earning per hour for non-skilled men and women. 1970 to 1992 61

8. Monthly payment of employees in the private sector. 1970 to 1992 62

9. The number of live births and legal abortions. 1970 to 1991 63

10. Weekly working hours for parents with small children 64

11. Marriages and divorces. 1970 to 1990 65

PREFACE

1. The Convention on the Elimination of All Forms of Discrimination Against Women adopted by The United Nations General Assembly on December 18, 1979, is both an international human rights treaty and a framework for women's equal participation in the development process.

2. For Denmark, who had actively participated in the drafting, the Convention entered into force on May 21, 1983. By ratifying, the Danish government committed itself to pursue a policy of eliminating discrimination against women and to report regularly on progress in that effort to CEDAW, the Committee on the Elimination of Discrimination Against Women. According to rules Denmark submitted its first report in 1984 and the second one in 1988. This document forms the third periodic report to CEDAW.

3. Adapting legislation, customs and practices to promote and protect women's equal rights with men is a task which demands continuous efforts of creative thinking, goal directed action and careful monitoring by public authorities, non-governmental organizations and individuals. So it was decided that not only ministries and the most important institutions for equality should contribute to this year's reporting, but that also Danish women's NGOs ought to have the chance to express their views. They were, therefore, invited to comment on the report. The comments are to be found at the end of this report.

4. Denmark's first report to CEDAW provided basic and extensive information on the level of equality between men and women at that time. The second report was a rather brief update. This third report is a presentation of the framework in which the equality efforts are carried out in present-day Denmark, and of the problems identified and the progress made by Danish institutions in order to fulfill the obligations of the Convention. The main focus of the report is on the period from the time of the last reporting. Each chapter corresponds to one of the parts in which the Convention is structured, except for the articles on education and employment which are discussed in separate chapters.

5. The questions put by CEDAW to the Danish government as a reaction to the second report have been taken into consideration throughout the document.

CHAPTER 1: THE FRAMEWORK FOR EQUALITY WORK

Article 1

Foundation

6. Ratifying the Convention on the Elimination of All Forms of Discrimination Against Women carries with it an obligation for the state in question to amend its legislation so that women's formal rights are ensured, but it also means that attitudes in the public and private spheres have to be changed. An important distinction between de jure and de facto equality thus has to be made when planning to fulfill the demands of the Convention and of the recommendations adopted later by CEDAW.

7. Equality between men and women is a superior objective in the Danish society, and the foundation for the work of fulfilling this aim is an understanding of human rights and fundamental freedoms in the political, economic, social, cultural and civil or any other field as privileges to be enjoyed by all citizens, be they male or female.

8. The implementation of the objective of equal rights for men and women is based on a series of preconditions the most important of which is that each individual has a right and an obligation to attend to its own needs. At the same time it is part of an official ideology that no one should be in want. The Danish society has, therefore, established a labour market which is open for both sexes, and an education system as well as a social security network for all citizens.

Article 2

Constitution and Legislation

9. From a political and legislative point of view there are hardly any obstacles worth mentioning as regards women's equal rights with men. Denmark's Constitution of 1953 contains no provisions dealing specifically with equality of men and women, but it embodies the principle of equal treatment of these two groups of citizens, and all constitutional rights granted to individuals apply to both sexes. There are no plans to amend the Constitution to include specific equality provisions.

10. In its legislative work on equality the Danish Parliament Folketinget is guided by conventions and directions adopted in international assemblies or councils of which Denmark is a member, and the ILO Conventions no.100 on equal remuneration and no.111 on equal opportunities were already ratified in 1960 and 1961 respectively.

11. Contributions from the Danish women's NGOs and membership of the United Nations and especially of the European Community have accelerated the process of legislation on equality which started in 1976, when the Act on Equal Remuneration for Men and Women was adopted by Folketinget. Since then there has been continuous efforts to enlarge and improve the work on de jure equality between the sexes, and to-day the law complex is composed of five parliamentary acts specifically on equality. (Details on some of the acts will be given in the following chapters, and the full texts are to be found in annex 1 - 5).

12. The acts are:

Act on Equal Opportunities between Men and Women ("Equal Status Act") of 1978 established the Equal Status Council. It was last amended by act no. 238 of April 20,1988, and it explicitly states that its aim is to further equality between the sexes. (See consolidated text - Annex 1)

Act on Equal Pay to Men and Women ("Equal Pay Act") which was originally adopted in 1976, amended in 1986 and 1989, and again by act no.374 of May 20,1992. It states that any employer who employs men and women shall grant them equal remuneration, including equal pay conditions, for the same work or for work of equal value. (See Consolidation Act - Annex 2).

Act on Equal Treatment of Men and Women as Regards Access to Employment, Maternity Leave etc. ("Equal Treatment Act") which has been in effect since 1978. It was amended in 1984 and 1989, and again by act no.286 of May 2,1990. It protects both men and women against discrimination in relation to employment, parental leave and other important and relevant matters at the labour market. (See Consolidation Act - Annex 3).

Act on Equality of Men and Women in Appointing Members of Public Comittees etc. no. 157 of April 24,1985. It states that public boards and committees established by a minister shall have a balanced composition of men and women (Annex 4).

Act on Equality of Men and Women in Appointing Certain Board Members of the Civil Service no. 427 of June 13,1990. It states that all authorities in the civil service directed by boards, councils or other collective management ought to have a balanced composition of men and women (Annex 5).

13. These acts are not applicable in the Faroe Islands and Greenland.

14. When the Faroes achieved Home Rule in 1948, the matter of "Equal Rights for Men and Women" and all legislation in this area was deferred to the Faroese authorities. In 1987 the parliament, Lagting, decided to put in force the UN Convention on the Elimination of All Forms of Discrimination Against Women.

15. In 1986 the Home Government had appointed an Equal Rights Committee, and in 1988 the Committee submitted a draft to a parliamentary Act on Equal Rights Between Men and Women to the Home Government which presented it to the Lagting with some small amendments. The Parliament, however, rejected the draft. In 1991 the Home Government again commissioned the Equal Rights Committee to draft an Act on Equal Rights. The Committee is about to finish its work.

16. Although no Equal Rights Act has ever been in force in the Faroes, the legislative authorities take great care not to discriminate on grounds of sex. When the Act on Land Property was passed in 1988, women were awarded the same right of inheritance to land as men.

17. The general rule in union structures of the labour market is that unions do not segregate according to sex. In the late 1970's the wage agreements abolished all discrimination regarding the wages of men and women.

18. In Greenland the parliament, Landstinget, has established an Equal Status Committee to promote equality in the Greenlandic society. No specific legislation has, however, been made within the last four years. Women's organizations in Greenland contribute vigourously to the debate on equality.

Article 3

National Plan of Action

19. Apart from the indispensable measure of legislation the most important step towards full equality between men and women has been the adoption of a national policy. The policy has

been developed in a process of interaction between women's NGOs and public authorities and identifies the areas of discrimination of women as well as strategies to be applied.

20. The World Women's Conference in Nairobi in 1985 and the Forward Looking Strategies adopted there gave Folketinget the opportunity to call upon the Government to formulate a National Plan of Action towards equality for women and their integration into all fields of development. The plan was presented and discussed in Folketinget in early 1987.

21. A review in 1990 by the Equal Status Council and presented to and discussed by Folketinget in early 1991 revealed among other things that

- the results were very varied as some ministries had come along way, whereas others had hardly begun,
- many public authorities at county and local level were lacking behind as compared to the ministries,
- the most positive results had been obtained in the ministries which had applied special means like increased human and financial resources,
- specific objectives and targets were rare as regards personnel and outreaching activities,
- greater creativity is necessary in relation to the jurisdiction or sphere of each authority,
- aspects of equality ought to be seen as positive potentials in restructuring processes.

22. After the debate in Folketinget on February 21,1991 the Parliament called on the Government

- to continue its efforts of obtaining equality for men and women,
- to phrase concrete or specific plans of action with targets and dates for equal treatment and opportunities for men and women in manpower policy,
- to intensify the efforts of securing equal remuneration,
- to develop strategies which protect pregnant women against dismissal.

23. It was further decided that the equality work be reevaluated before the end of 1993.

24. As a follow-up of the debate the Prime Minister has personally informed the National Association of Local Authorities and the Association of County Councils of the concerns expressed by Folketinget.

25. All ministries, county councils and local authorities are responsible for the fulfilment of the legislation and the National Plan of Action and are obliged to report once a year to the Equal Status Council on the implementation and outcome of their specific action plans. Some institutions as for instance the Ministry of Foreign Affairs, Radio Denmark and the National Danish Railways have acted as front runners and models as regards their contributions to women's integration in development cooperation, to men's use of their right to parental leave, and to the advancement of female personnel, including the fight against sexual harassment respectively.

26. It also ought to be mentioned that the process of European integration dominates the

context in which the equality work takes place. Another instigation to the fulfilment of the intentions and ideas laid down in the National Plan of Action is, therefore, the Third Plan of Action for the European Community on "Equal Opportunities for Women and Men 1991-1995" in which it is emphasized that equality between men and women should no longer be seen as an isolated policy, but be a dimension of both the economic, social and structural policies of the Community and be integrated in all subject areas of the plan and thus in every corner of society. Fundamental themes in the programme are the integration of women in the labour market and the promotion of their status in society.

Article 4

Equality Bodies and Temporary Means

27. The initiating and monitoring force in the work of obtaining women's equal rights with men is the Equal Status Council which was set up administratively in 1975 as an institution under the Prime Minister's Office. In 1978 a parliamentary act gave statutory effect to the institution and called upon the Council to promote equality of men and women in society, at work, in training and education, and in family life. The composition of the Council is governed by the Equal Status Act (Annex 1).

28. A revision in 1988 of the Equal Status Act has increased the competence of the Council by giving it the possibility to dispensate from the Equal Opportunities Act, to examine disagreements of equal pay and equal treatment, and to demand from employers and employees and their organizations all information of relevance to its functions. Non-compliance with such requests is sanctioned by fines.

29. The Equal Status Council is administratively attached to the Prime Minister's Office and is provided for in its budget. In 1992 the financial contribution to the Council amounted to DKK 4.5 mio. The daily work is carried out by a Secretariat of ten employees.

30. Another forum is the Committee on International Equality Affairs which has to coordinate and communicate the initiatives for women in the United Nations, the European Community, the Council of Europe, the Nordic Council of Ministers and other relevant fora. As part of this task it has also worked actively to strengthen the international equality work in the Ministry of Foreign Affairs. In December 1991 a post as special adviser for international equality affairs was created and filled by the Ministry for this task.

31. On a voluntary basis, many non-governmental women's organizations contribute to the work of obtaining equality between men and women and eradicating all discrimination against women in the Danish society. Several of these are represented on the boards of the main equality institutions, and the NGOs, especially the Danish National Council of Women and the Danish Women's Society, act as both watchdogs of the public initiatives and as active participants in the process, including the dissemination of knowledge on the Convention. As an example could be mentioned that the Danish Women's Society in 1991 arranged an international conference for the International Alliance of Women. A report on CEDAW has been published and distributed. The conference was financially supported by the Government and the EC.

32. One of the temporary means to promote equality and accelerate the implementation process of various initiatives is the establishment of equality committees in the public authorities on the condition that these enjoy status and influence, and that their decisions are binding for the personnel policy of the working place. About half of the ministries and state institutions have established such committees.

33. Employing a special adviser on equality is another way of initiating and monitoring the development of equality work. Already in 1981 the Directorate of Labour decided to have 14 such advisers in order to integrate the equality work in the regular tasks of the institution.

Today there are 29 advisers working in the Labour Exchange and Placement services (ref. Chapter 4). Only few other public institutions as the Prime Minister's Office, the Ministry of Foreign Affairs, and the National Danish Railways have made use of this solution to the lack of expertise on the subject area prevailing in nearly all the governmental working places.

Article 5

Priorities

34. In order to modify the social and cultural patterns prohibiting a de facto equality in the Danish society and to eliminate prejudices and customary practices based on the idea of women's inferiority the Equal Status Council and various authorities and organizations have developed priorities which guide the work and form basis for the necessary strategies. These priorities can change over the years bringing new issues in focus.

35. The problem of equal remuneration has constantly been in the forefront, and the Equal Status Council has for many years worked on a particular project in this area. Details of this and the following priority areas are provided in the succeeding chapters.

36. Another priority area has been women at work, especially the problems of women and management and qualifying clerical staff.

37. A precondition for full equality between men and women is a proper understanding of maternity as a social function and the recognition of the common responsibility of men and women in the upbringing of children. The reconciliation of working life and family life is, therefore, another issue given particular attention by the authorities.

38. This work is supported by a governmental and interministerial Committee on Children. The Committee closely monitors the development in order to identify all sorts of arrangements in the area, and their effects.

39. In the education sector equal opportunities in elementary scool and training of teachers have been on the agenda of the Equal Status Council, especially in connection with the debates which always take place ahead of new acts in this field.

Article 6

Special Issues

40. Under the Danish Criminal Code it is a punishable offence to tempt any person into prostitution and to live on the earnings of prostitution. Recent years have seen no instances of exploitation of prostitution of women of such a nature and to such an extent that need has arisen for taking further measures to suppress this form of exploitation.

41. Denmark has no provision in the field of treatment of prisoners which can be considered discriminatory to women. They are placed in open or closed prisons according to the same criteria as men. However, as a result of the very limited number of female inmates compared to the number of male inmates, it is not always possible in practice to offer the female prisoners all the leisure activities that are offered to male inmates.

CHAPTER 2: WOMEN IN PUBLIC LIFE

Article 7

Political Rights and Participation

42. The question of women's participation in public life and in decision making has been a central one in Denmark throughout the century. Although all legislative obstacles have been removed there are still attitudes to be changed, both in men and women, as regards women's full participation in political life, in public boards, councils, commissions and committees set up for advising in the decision making process, and in government services.

43. Danish women enjoy the same political rights as men. They have had the right to vote and been eligible for election in local government elections since 1908 and in parliamentary elections and referenda since 1915. Some statistics show, however, that women might not participate in the political life on equal terms with men, as all governing bodies to a higher or lower degree are composed of a majority of men. The quota of women in the latest elections are as follows:

Local government elections

	1985	1989
Municipalities	23.7%	26.4%
Counties	28.6%	29.0%

Parliamentary elections

1984	1988	1990
26.9%	31.4%	33.0%

44. The figures reveal that the inclination of the electors to vote for women is increasing. At the same time there has been a growing number of female candidates, and at the latest parliamentary election the percentage of women was higher among the elected than among the candidates. This positive development is a result of a goal directed work in many political parties and women's organizations and groups to prepare and encourage women to participate in the political life.

45. Efforts have been made by a committee for equality of the National Association of Local Authorities to identify barriers for equality in local government. An investigation has recently been carried out in three municipalities on a pilot basis. Although the question of equality between men and women was a central one, the study also examined the problem of equal treatment and equal opportunities in relation to different occupational groups. The results of the investigation will be used in future equality efforts.

Policy Development

46. In the capacity of members of government, parliament and local authorities, women participate in the formulation of policy at government, county and municipal level, but not yet to a satisfactory degree, as their numbers are fewer than those of men. In the Government appointed in January 1993 33% of the ministers were women which is the same percentage as in the parliament. The female share seems, however, big enough to ensure a certain influence, especially if women cooperate across party alignments.

47. An important way of being involved in the formulation of government policy and maybe in the monitoring of the subsequent implementation process is being a member of one of the permanent or temporary boards, councils, commissions or committees established at the central or local level in order to advise ministers, mayors and their administrations. The Danish legislation (ref. Chapter 1) in this field actively influences the appointment of women, but statistics show that women are still a minority when seen as members or secretaries of the various bodies, and especially when being counted in the category of chairpersons.

48. In 1992 the percentage of women in committees was 37,0%. The percentages of female candidates recommended by the central authorities, by the municipalities and counties, and by the organizations were 36,0%, 57,9% and 35,6% respectively.

49. Another way to participate in policy development is to work through the non-governmental organizations and associations. Freedom of association is guaranteed under section 78 of the Constitution, and Denmark is a country with a large number of NGOs. Many of these are represented in governmental boards or committees. Women participate to a great extent in the work of the various NGOs, and they are especially active in the grass-root movements of a cultural or environmental nature, whereas men on the average are more active in political parties.

50. The particular organizations and groups for women are numerous, and several of these are directly involved in equality work for instance are the Danish National Council of Women and the Danish Women's Society members of the Equal Status Council. Many women's NGOs have initiated and implemented projects the results of which provide new knowledge and thereby often influence government policies. Several of these projects are financially supported by public funds as for instance development projects for women in the South, projects for women immigrants or refugees, and crisis centres for female victims of violence (ref. Chapter 5), but most of the work is carried out by women on a voluntary basis.

Participation in Public Services

51. Women's access to public offices and duties in the central and local administration was secured by law already in 1921. Figures show, however, that it has been difficult for them to move to the management level, although progress can be seen in certain places. An investigation from 1989 shows that in four ministries more than 40% of the newly appointed managers were women, in four other ministries less than 10% of this group were women, and in all other ministries between 10 and 40% of the newly appointed managers were women.

52. Figures from 1990 reveal that only 11.5% of all offices at top level in the public services were filled with women, and only a minority of women (from 0-15%) apply for and obtain positions at the apex of the central administration. As part of the fulfilment of their action plans some ministries and other public institutions have initiated goal-directed training programmes for the development of candidates for top and middle level management aiming at equal numbers of men and women as participants. The National Danish Railways, for instance, has a specific programme for management training in which women constitute 33% of the participants.

Special Areas

53. The act from 1921 mentioned above, however, explicitly excepted military offices as well as duties and posts to which there was a demand of ordination. As regards the Danish Defence women are not subject to conscription, but they are now allowed employment in all positions within the Armed Services and the Home Guard, except as fighter pilots, even if it involves direct participation in military operations or combat. Women are also assigned for services in the Danish peacekeeping forces and operations under the United Nations, as for

instance in those actually working and carried out in the Balkan Peninsula. No women are represented on the United Nations military observer corps.

54. Training and employment of women as fighter-pilots depend on the result of pending medical research. In all high performance fighters, e.g. F16, the accelleration forces (+Gz) is a serious problem. The purpose of the medical research is to study the impact of G-stress on female pilots, but the research seems still inconclusive. The current exception from equality in this area will be reconsidered.

55. Women have not entered top positions in the defence. Only a small percentage has chosen the military career by entering the Military Academy, - an education which is necessary for promotion to top management level in the Armed Forces. The Ministry of Defence has, however, worked for the advancement of women in the Home Guard and through the establishing of nine new posts as office managers in the Ministry.

56. The Danish National Evangelical Lutheran Church has special rules as regards equality between men and women. In 1947 women obtained access to clerical offices, but employment as ministers or pastors in the church (and in other religious societies) is exempted from the Equal Opportunities Act because of the constitutional provisions on free choice of religion. If a congregation wishes to place importance on the sex of an applicant, this freedom of choice, based on religious belief, is upheld. Further a bishop cannot be forced to supervise a religious community and its minister.

57. Recently an investigation on equality was conducted in the national church. In spite of the fact that the church is a working place in which the number of women is growing, female theological candidates have not as yet reached the higher positions. There are no female bishops and only three female rural deans, whereas the figures for males are 9 and 108 respectively. Women of the sample were mainly to be found on the lower steps of the ladder in the clerical hierarchy.

58. The main conclusion of the investigation was that there is not yet a situation of equality and of non-discrimination in the national church, but that women gain on men. Research in other areas indicate that conditions improve, when women constitute about one third of the employees at the various levels of an institution or organization, so women might obtain more equal terms in the church in a not too distant future.

Article 8

Representing the Government

59. Formally women have the same opportunity as men to represent the Danish Government at the international level and are in fact serving in that capacity in increasing, albeit still minor, numbers.

60. By the end of 1991 19.4% of the Foreign Service staff at professional level were women. This is an improvement of 6.5 percentage points from the second reporting to CEDAW. This figure does, however, not compare favourably with the percentage of women at the same level in other ministries of the central administration which was 40.2% The situation is, however, expected to improve, as 43.9% of the applicants to the Foreign Service in 1991 were women as against 28.1% in the years 1985-1988.

Article 9

Citizenship

61. The Danish Nationality Act is in full accordance with article 9 of the Convention. Men do not, however, have equal rights with women as regards nationality of children born out of wedlock. Such children acquire Danish nationality by birth only if the mother is Danish.

62. As a result of the increasing internationalization alien women's rights to obtain a residence permit and later citizenship have been a live issue especially in the 1990's. These rights are of course important for immigrants and refugees of both sexes, but on the whole women are more vulnerable to expulsion, especially when they have married Danish men and the marriage breaks up.

CHAPTER 3: WOMEN AND EDUCATION

Article 10

Access to Education

63. Schools and other educational institutions are expected to play a major role in the fight for equality between male and female citizens in a society, and their contribution to the eradication of discrimination against women is indispensable.

64. Formally boys and girls, and men and women in Denmark have for several generations enjoyed equal rights to and equal opportunities for education at all levels from pre-school to higher instruction, in all sorts of training and vocational guidance, and in adult education during leisure time. Girls and women have the same opportunities as boys and men to participate actively in sports and physical education, and they also have access to the same curricula and to grants and loans from the National Education Fund on equal terms with boys and men.

65. The past 25-30 years have seen a general extension for both sexes of the period of school attendance, and today compulsory education is for nine years. More and more young people continue, however, to the higher levels which are demanded for admission to post-school education and training, and the women's share of the student population is increasing.

66. In further and higher education the majority, just under 52%, of the students in the education year 1991/92 were women, but among those who started in that year, 56% were women. In 1990, among all 15-60 year olds, a slightly greater share of women, namely 16%, had a higher educational background, compared with 15% of the men. Generally speaking, women have caught up with the educational deficit they had in the early 1980's, compared with men, in higher education.

67. In basic vocational training the young women constitute 49% of the students. The percentage of girls enrolled in the studies of service trading and in commercial and clerical subjects was 94% and 64% respectively, whereas in iron and metal industries, in transport techniques, and in construction work it was only 6%, 11% and 15% respectively. The education for future employment is thus to a high degree gender-segregated.

68. When coming to adult education in leisure time figures show that women take advantage of the offers to a much higher degree than do men. The percentages of women enrolled in courses of general and special education are 76% and 69% respectively. In vocational courses, however, women constitute only 20% of the enrolled students, so the tendency of women being a minority in technical training repeats itself also at this level.

Initiatives at Elementary School Level

69. Within the framework of the 1985 "Action plan in order to educate more women/girls for jobs" for the Ministry of Education, the Department on Primary and Lower Secondary Education has taken initiatives based on:

- regional courses for school counsellors for education and career guidance,
- teacher courses with equal opportunities as an essential element,
- preparation of teaching material aimed at pupils and parents alike.

70. The Ministry has employed a subject adviser on education and career guidance who has equal opportunities as one of her main tasks.

71. During this period there has been a change in the aim and target group of equal

opportunities initiatives. Initiatives of local authorities which used to aim only at girls and their "narrow" education and career choice, are now aimed at girls and boys alike and cover most aspects of life.

72. As the schools are an essential part in the development of children's notions of the different positions and tasks of men and women in society the Equal Status Council initiated in 1988 a two year project on "Equality in the Elementary School". The aim was to collect and communicate the experiences already gained in the schools and in the teacher training. Previously any initiative on equality had been about introducing or changing special subjects in order to attract girls, but the goal of the project was to make equality a priority theme in all subjects and age groups in order to break down gender roles already at the pre-school stage.

73. The Equal Status Council has tried to broaden the debate and among other things to start a discussion of the situation for boys in the schools. It has also emphasized that girls and boys have different qualifications, interests and basis, and that it is important to change the attitudes towards the two sexes and treat them equally.

74. A result of the project is a book published in 1990 "School is Gender" debating and summarizing the most important discussions and achievements of the last ten years in the area of equal status in primary and lower secondary school. The book presents the pedagogical discussion carried out in the educational environment, the pilot and development initiatives taken, the most important research accomplished, and visions and strategies of equality in the school of to-morrow.

75. The Equal Status Council has also published an introductory pamphlet "A Sex-conscious School" in order to promote equal status and equal opportunities at school and in the teacher training. The pamphlet is based on the experiences gained through the equality project and presents recommendations and initiatives which are important for teachers who want to integrate the equality aspect in their training.

Higher Secondary Education and Vocational Training

76. Within the framework of the Action Plan, the Department of Higher Secondary Education has prepared material for local initiatives concerning a range of courses for teachers who, in their turn, were to conduct courses at their own schools as follow-up measures.

77. As part of the Higher Secondary Education reforms 1985-91, the equal opportunities aspect was incorporated in the Ministry of Education's teaching guidelines for teachers in the individual subjects, especially in the subject education and career guidance.

78. The Higher Secondary Education and the Higher Preparatory Examination schools have a majority of female students and there are almost as many female as male teachers, whereas there are still few women headmasters. The girls are doing well "professionally", achieving good average marks enabling them to enter further and higher education, even in prestigious lines of education that were earlier on considered as "men's jobs".

79. During the period 1988-92, there has also been a number of reforms in the field of vocational education, enabling students to choose more freely. The reform of basic vocational education has resulted in basically free entrance to an educational system that is less complicated to complete. The field of basic social and health training - which has up till now been considered as women's professions - has also been reformed into a uniform educational system where the students may avoid educational dead-ends and redundant education, thus saving effort, time and money.

80. Legislation in 1990 on educational compensation for general lack of private apprenticeships has proved useful for young women who often have difficulties in obtaining

apprenticeship contracts in trades that are untraditional for women.

81. The Department on Vocational Education has initiated, or supports, projects carried out by Technical Schools.

Further and Higher Education

82. In further and higher education, the creation of studies combining technical/science subjects or commercial subjects with subjects from the humanities, e.g. languages, have attracted a large number of women students.

83. As a follow-up on a Parliament 1985-1992 Women's Research Action Plan, a steering group published a report showing i.a. that women are heavily underrepresented in university posts. Considering all higher education, women only take up 17% of academic posts. And women's share decreases with increasing level within the academic hierarchy. In the light of this, the Government has asked the Council on Research Policy to plan and initiate an analysis of the reasons why comparatively few women occupy research posts.

CHAPTER 4: WOMEN AND EMPLOYMENT

Article 11

The Situation in the Labour Market

84. In Denmark the occupational frequency for women is very high, as about 90% of Danish women of working age have a connection to the labour market including that of being registered as unemployed. Salaries and working conditions are laid down in collective or individual agreements which typically are valid for both sexes. Also the existing rules on unemployment and on protection of health and safety in working conditions apply for both men and women.

85. There are, however, still significant occupational and employment barriers for women who for instance have great difficulties in reaching the management level. Further, the labour market is still gender-segregated, as most men are employed in occupations in which men predominate, and women in occupations where women are in majority.

86. Throughout the 1980's and still in the 1990's women have been more seriously affected by unemployment than men in nearly all professions and age groups. Statistics show that women in general are in a majority in the group of unemployed, and that they to a much higher degree than men are hit by chronical unemployment. 47% of the working force are women, but women's unemployment rate is 12.4% against men's 9.5%. Further, 63% of those about to lose their right to daily subsistence allowances are women.

87. The unemployment situation for women is also worsened by their particular responsibilities towards babies who still need nursing. Further a large number of dismissals of pregnant women reveals that the vulnerability of women in the labour market to a great extent is directly related to their obligations towards the family.

Employment Opportunities

88. The Danish Constitution says that all retrenchments in free and equal access to any occupation should be abolished by law, and that every citizen should be given working opportunities which secure his or her daily existence. The existing Danish legislation to support these basic principles has been thoroughly described in former reporting, so it will only be summarized in this chapter, before information on amendments is given.

89. Having realized that any growth in the manufacturing of goods will be generated by technological measures without creating enough jobs for a state of full employment, the government is about to formulate new strategies for a change in the employment traditions and the structure of the labour market. The issue of office staff made redundant, because new technology has diminished for instance the amount of secretarial work, is given high priority by the public authorities. This group is predominantly composed of women. As part of their obligations towards the National Plan of Action some ministries, therefore, have developed obligatory programmes of in-service training in order to qualify the clerical staff for executive duties. Others are experimenting with various sorts of refresher courses or further training.

90. The question of promotion of women has been an important one for many years. Too often the professional experiences and impact of women are not assessed to be as valuable as those of their male colleagues, and the result has been a very small proportion of women in middle and top management in most employment areas in both the public and the private sector.

91. In order to clarify the reasons for the absence of women at management level the Equal

Status Council has carried out an investigation on barriers for the advancement of women. Earlier studies have focused on some of the few women already in high positions without identifying serious obstacles. The research, therefore, investigated the experiences of 41 women who had not (except in a few cases) been promoted to management positions, but who, as regards age, education and seniority, belonged to the group of employees from which managers would be recruited. The women were employed in four different enterprises and were interviewed on various themes related to working and family life.

92. The results of the research are published in a book "Do women want to be in charge? A question of innovation". It concludes that there is hardly any direct discrimination of women ready for promotion to management level, but that cultural norms among employers and employees in each working place are decisive for the lack of women there. The myth of women not being promoted, because they do not want to, or because their family obligations prevent them to perform top positions, were repudiated.

93. The absence of female managers seems to be due to a combination of several circumstances of which male dominance in its various forms is the most important. This dominance of informal manners and attitudes, and the hidden rules and cultural norms of the enterprises, give preferential treatment to men and make women reluctant to apply for the management posts. The male dominance also stretches into management structure and decisions on qualifications - matters which women often want to have changed to better suit their preferences. The disbelief in women as top level employees was also expressed by some managements.

94. As a follow-up of this project the Equal Status Council has carried out a study of men's views of cultural norms at the working place and the possibilities of making a career and being promoted in the private and public labour market. The study comprises male employees at two of the four enterprises included in the study on women, and the results have been published in a book "Do men want to be in charge? A question of loyalties".

95. This research also rejects some of the existing myths on male employees and managers. It demonstrates that men do not exclude women from management posts, nor are they opposed to female managers. Further, men have the same problems as women in harmonizing their family and working life, and not all of them aim at top level positions.

96. The main reason for more frequent and faster promotion of male employees to management posts seems to be their higher degree of loyalty towards the priorities and objectives of their working place. Also their greater capacity of adjusting to the culture of careerism of the enterprises is probably a reason for the male dominance at management level.

97. The project on women and men thus reveals that the importance attached to gender in the workplaces is created and cemented by both men and women which again means that the elimination of discrimination against women in this area demands a change in attitudes of both sexes.

Equal Remuneration

98. Wages and status are low in many of the areas where women work, and the salary gap between men and women has not diminished. Statistics from 1990 show that wages in the labour market are on an average 16% lower for female workers than for male ones. For employees the salary gap is even bigger, payment being on an average 30% lower for women than for men. Taken as a whole the female part of the working force is not as well educated or trained as the male one, and the qualifications of women are generally not appreciated as much as those of men.

99. The Act on Equal Remuneration for Men and Women (Equal Pay Act) states that any

employer who has engaged men and women shall grant them equal remuneration, including equal pay conditions, for the same work or for work of equal value. This provision applies to employers in both the private and the public sector.

100. An employee who, in conflict with the law, is paid less than other employees, has a right to be compensated. If an employee is dismissed for claiming equal remuneration the employer shall pay compensation to the employee in an amount not exceding 78 weeks' salary.

101. The Equal Pay Act provides that where the right to equal remuneration is accorded by agreement, claims for equal pay are usually dealt with in the manner customary for claims under agreements, i.e. by industrial tribunals. The Act is thus subsidiary to agreements providing for equal pay.

102. In the beginning the Act was hardly brought into action, but from the mid-1980's this situation has changed, as some female dominated unions have taken advantage of its provisions and of the rules embodied in the directives on equal pay worked out by the European Community.

103. There is - for the time being - no wish, neither from the legislative power nor from the parties of the labour market in Denmark, to have binding rules as to job evaluation. Instead the criterias have been and will be established in relation to concrete cases of equal pay. Important contributions to the interpretation of the concept have been the practice of the European Court of Justice and the decisions of the Danish courts of arbitration.

104. Worth mentioning is the socalled Danfoss-case brought before the European Court of Justice in order to clarify the interpretation of the rules, particularly its assessment of "equal pay for work of equal value". This case has for instance resulted in a strengthening of the possibilities of wage earners to present cases of equal pay, as it maintains the distribution of the burden of proof, binds the employer to state the concrete reasons for fixing of wage rates, and takes a position to criterias as for instance flexibility, education and seniority.

105. As part of the National Plan of Action the Equal Status Council has received a specific allocation for a project on Equal Remuneration. The project is planned and implemented by three special working groups and includes visits to enterprises, firms and other commercial undertakings, interviews on calculation and formation of wage levels, and the formulation of demands for a future statistical system in this area.

106. One of the main aims is to analyze the mechanisms in wage formation to find out whether systematic discrimination takes place when salaries or wages are agreed on. A study is being implemented in order to identify attitudes present in the formation of wage levels and to clarify the differences in wages which cannot be explained by designation, education or seniority.

107. Part of the project is carried out in cooperation with the Department of Statistics, and it will identify factors influencing the developments in wage formation and those to be included in wage corrections, the methods to be applied in the work, and the registers to be included. A recent supplementary allocation will make it possible to work out a system for equal pay on the basis of the planned research.

108. The project on equal remuneration is part of a Nordic project with the aim of collecting all existing information on the lack of equal pay to men and women, and mapping out the motives for such discriminatory practices.

Equal Treatment

109. The Act on Equal Treatment of Men and Women as Regards Access Employment,

Maternity Leave etc. (Equal Opportunities Act) has merged two separate acts on equal treatment and on parental leave, and protects both men and women against discrimination in relation to employment, parental leave and other important and relevant matters at the public and private labour market. According to this law any employer has to give equal treatment to men and women when assigning, employing, transferring, promoting or dismissing personnel.

110. The most important changes from the original Act are:

- the level of compensation for violation of the Act as regards equal opportunities has been raised from 26 weeks' pay to 39 weeks' pay,
- explicit provisions for reversal of the burden of proof and reinstatement in cases of unlawful dismissal during pregnancy and parental leave have been included in the text of the Act,
- the employers and the employees are now obliged to submit information to the Equal Status Council in cases of complaints of discrimination. There is a penal sanction, a fine, for violation of this obligation,
- the Equal Status Council has been empowered to grant positive action exemptions.

111. The Act does not apply where an obligation to non-discrimination comparable to the one prescribed by law has been provided for by agreement, which means that the Act is subsidiary.

112. The rules of the Equal Opportunities Act has had great impact in the Danish courts, especially in cases of dismissal of pregnant women or other reasons related to pregnancy.

113. The Act grants women maternity leave for four weeks before and 14 weeks after confinement without loss of employment, seniority or social allowances. During the leave women are entitled to maternity pay from the relevant public authorities. Fathers have a right to absence from work for 14 days in connection with childbirth or later and to daily subsistence allowances during leave.

114. Following the 14 weeks of maternity leave upon childbirth mothers and fathers have a common right to an additional leave of 10 weeks which they can share in various ways. It is, however, not allowed to have part time leave, and they cannot have leave at the same time. Both the mother and the father have a right to receive daily subsistence allowances, if they are entitled to this support according to rules.

115. From July 1,1989, all employees in the civil service are entitled to full salaries during all forms of parental leave.

116. According to statistics mothers receive maternity pay in connection with 82% of all confinements. In 1991 53% of the fathers utilized their right to two weeks' leave just after childbirth, whereas only 3,0% took advantage of the parental leave granted from week 15 after confinement.

117. If a male or female employee is dismissed, because he or she has claimed the right to parental leave or after his or her return from absence owing to childbirth, the dismissal can be overruled, unless, after a weighing of the interests of the parties, it is found obviously absurd to demand that the employment be upheld. In such cases the employee can be awarded a compensation of up to 78 weeks' salary.

118. The question of employing substistutes in case of parental leaves is an important one. The Equal Status Council finds that failure of substitution employment is an offence against the

prohibition of indirect discrimination to be found in the Act. Too few working places, however, seem to do so.

119. A special issue related to the Act of Equal Treatment is sexual harassment. Denmark has acceded to a codex of behaviour formulated by the EC Commission for protection of the dignity of men and women in the workplaces. Danish courts have established a practice of regarding sexual harassment in working relations as sex discrimination and as such a violation of the Act. Some public authoritites as for instance the National Danish Railways are at the head of combating the problem. Also trade unions now see the issue as a serious one and have initiated various activities in order to prevent sexual harassment and remedy the consequences.

Social Support Services

120. Indispensable means in the elimination of all discrimination against women in the labour market are rules which allow parents to stay at home in case of children's sickness and a system of day-care institutions.

121. In Denmark all civil servants and a large number of employees in the private sector are entitled to regular salary on the first day of children's sickness. This is the only right granted parents in the case of a child's illness. In 1991 female civil servants took advantage of this right nearly three times as often as did their male colleagues, but the figures for both sexes are very low.

122. In 1991 the Ministry of Finance published guidelines on absence in which various opportunities are given as to flexibility in case of children's sickness. It is for instance now possible to utilize days of overtime or holiday on short notice, to have leave without pay or to bring work to the home in case of a child's illness. Most public workplaces are applying these rules.

123. In 1989 47% of all babies(0-2 years) were taken care of in the public day-care system, 18% in day-care centres and 29% in municipal day-care in private homes. As the parents of children often take advantage of their parental leaves, the figure for babies looked after in public institutions was even higher, 53%, after the expiration of the leave. The same year 71% of all children in the age group of 3-6 years were taken care of by one or another sort of public institution. Parents' payment to the municipal day-care system in 1989 comprised about 20% of the total expenses.

124. The coverage of day-care institutions is fairly good as compared to other Nordic countries, but in 1989 34.000 children were, however, on the waiting list for accomodation in the public day-care system, - a number which constituted 9.6% of all children in the age group of 0-6 years. The requirements were most urgent for babies from 6 to 11 months, as 31% of this group were waiting for accomodation, but also in other age groups up to 2 years the number of waiting children (and parents) were above the average.

125. Legislative changes have made it possible to increase the offers of private or public day-care, as two persons from the same household are now allowed to care for up to ten children. Groups of parents, enterprises or others also have the possibility of establishing day-care centres with supplementary funding from the municipality councils.

Other Government Initiatives

126. In relation to governmental commission or committee work on changes in the structure of the labour market the Equal Status Council has followed the achievements closely and identified areas in which the consequences of certain efforts ought to be reconsidered in order to secure equality between men and women.

127. As part of the fulfilling of the National Plan of Action the Equal Status Council has initiated a project on Reconciliations between Working and Family Life. The aim of this project is to investigate the importance of changes in the labour market in relation to the families' opportunities of organizing their daily life according to the principles of equality between the sexes. The project is to sum up and discuss in a debate book the results of the research of recent years and the experience gained from concrete experiments in the area.

128. The harmonization of working and family life is also a priority for the central authorities, and several efforts have been made by the government to improve the living conditions of families with children.

129. In order to inform the parents on the Equal Opportunities Act the Ministry of Labour has published a pamphlet on "The New Opportunities for Parental Leave". Further the Directorate of Manpower is planning a campaign on parental leave, especially directed to employers in the private sector. All employers' organizations will be contacted in order to secure increased information on the subject to members.

130. One of the most important areas of action for the Directorate of Manpower is supplementary and in-service training for skilled workers and other groups, an area in which emphasis has lately been put to the aspect of equality. In discussions of models of efficiency the ones having a possible gain for instance through the placement of courses outside regular working hours have been abandoned because of the inconveniences especially for women. The Directorate also aims at full integration of equality in budget allocations, test and development initiatives, and in all discussions of principles.

131. Regarding actions against unemployment the Equal Status Council has emphasized that the equality aspect has to be integrated in any decision from the very beginning, as many initiatives might hit women harder than men leading to enlarged gaps between the two sexes. Especially suggestions as elimination of minimum wages, magnified wage ranges, and a lowering of the daily subsistence allowance might have the consequence that women unwillingly become dependent on their husband or the man with whom they cohabitate.

132. Not having the same opportunities in the labour market men and women have to be treated differently when actions of support are planned to fight unemployment. Special efforts of activation as for instance offers of education, theoretical training or traineeships have to be directed at women.

133. The Ministry of Labour has established an operational programme on information, guidance and education of women wishing to develop an enterprise of their own or together with other women, training of chronically unemployed adult women especially in the metal industry, introduction of information technology, supplementary training of teachers in equality aspects, and pedagogical methods for women and equality. The financial means are primarily allocated for efforts in development and rural areas.

134. The equality advisers of the Labour Exchange and Placement Services are the most important actors in relation to women's inferior conditions. The consultants are involved in the development and planning of educational programmes and sequences of guidance, motivating both men and women to acquire other and up-to-date qualifications which to a higher degree correspond to the needs of the labour market. The theoretical instruction is combined with traineeships in relevant enterprises.

135. The success of a specific one year training course for women on a pilot basis has led to an integration of the course into the Manpower Education Programme. An outcome of the pilot course is a sharpened awareness of the target group concept. This has provided a programme with a quality dimension which has been very important as to the impact of the training. More than 80% of the participating women accomplished the course, and the combination of

technical/vocational and of personal qualifications conveyed to the participants have been highly valued by the hosts of traineeships. The demand for the participants has also been great. The course is recommended for both men and women, but the recommendation implies that it is run for classes of women only as well as for mixed classes.

136. The equality advisers are also involved in the development of a model for rotation of manpower. The aim is to spread the vocational choices of women, to make them remove their educational backlog, and to increase mobility in the labour market in order to create job opportunities for the unemployed. This task is supported financially from a central pool.

137. Further the advisers are involved in the planning of courses for potential entrepreneurs in order to clarify the sustainability of ideas and to provide the participants with the knowledge necessary for initiating the undertakings. Some of the courses are for women only, others for both sexes, but women are often in a majority.

138. An evaluation report on the work carried out from 1986 to 1990 by the equality advisers is very positive. It recommends that the endeavours of integration are continued and that a concrete plan of action comprising objectives and intermediate aims be formulated. These recommendations have been well received in the Directorate of Manpower and distinct guidelines for organization and direction of the equality work have already been worked out.

139. The development of initiatives and methods are monitored by the central authorities through specific working groups. They collect information on the experiences gained in the various regions of the country, publish the results in pamphlets, and communicate this new knowledge to local level.

CHAPTER 5: OTHER LEGAL AND SOCIAL EFFORTS

Article 12

Health Problems and Provisions

140. In Denmark women have equal access with men to health care services, including those related to family planning. In connection with pregnancy and confinement women have the possibility of free preventive and post-natal examinations by doctors and midwives, access to specific examinations and treatment in case of pregnancy problems, and access to delivery in hospitals, clinics or at home.

141. After a long period with a declining birthrate the number of births has steadily increased from 50,822 liveborn children in 1983 to 63,524 in 1990.

142. Every woman having residence in Denmark has a right to obtain abortion before the end of the 12th week of her pregnancy. If there is a danger to the life of the mother or the child, or specific social reasons, abortion might also be granted by a joint council after the 12th week.

143. Request for abortion may be put to a general practitioner or to the county administration. If the request is put to the latter the woman in question will be offered information and advice concerning all aspects of pregnancy, childbirth and child care, including counselling on relevant social schemes and benefits. If the request for abortion is put to a general practitioner it is incumbent on the latter to inform the woman in question that the above mentioned counselling is offered free of charge by the county authorities.

144. Statistics on abortions in the reporting period are given in table 9.

145. AIDS is an increasing threat to men, women and babies in Denmark. By the end of 1990 a total of 726 patients with AIDS were diagnosed and notified including 679 men (94%) and 47 women (6%). The first diagnosis was made in 1980. Since then, an annual increase in the number of diagnozed AIDS patients has been observed, although the increase has declined from 1989 to 1990. 72% of the patients live in Copenhagen.

146. The number of women with AIDS also increased during the period, and constituted 9% of notified patients in 1990. 44% of the female patients (21 women) had the disease transmitted by heterosexual contacts, whereas the majority of the remaining women were drug users (11 women) or caught the disease by bloodtransfusions (9 women).

147. From 1992 The Public Health Insurance subsidizes psychological treatment to persons hit by seriously invalidating diseases and to their relatives, to relatives in case of death, to victims of robbery, violence, rape, traffic and other accidents, and to parents, sisters and brothers of children with serious mental disorders.

Violence

148. Increase in both hidden and visible physical violence in the Danish society of the 1980's and the 1990's - a fact which is probably connected to the unemployment problem - is a serious threat to equity. There has been a rise in the total number of cases of violence (including homicide) by 50% over a period of ten years, but there are no statistical information on violence committed against women. Investigations in limited areas have, however, shown that in contrast to men, women generally know the perpetrator of violence and is often related to him in an emotional relationship. Thus the violence is not only a physical act, but also a violation of the security of her family life.

149. A special case of violence is rape which has been largely invisible and to a high degree a taboo subject. The criminal statistics show a marked decline in the number of reported cases of rape and other forms of unlawful duress used to obtain sexual intercourse. In 1989 527 cases of rape were reported in Denmark. This is a decline of 8.5% compared with 1988 and the lowest figure in the last 5 years.

150. There seems to be an increasing awareness among women not to accept any sort of violence by men, and to contact the public authorities or other relevant institutions. The understanding of the violence problem is also growing in the police and the social and health services, and particular efforts of prevention, treatment and social activities in general have been initiated.

151. Information on the prevention of violence is not gender-segregated, but under the provisions of section 108 of the Administration of Justice Act it is the task of the police to take the necessary steps to prevent crimes. Preventive work consequently forms an integral part of the day-to-day work of the police, partly by way of traditional patrolling, partly by way of educational school programmes and talks on the prevention of crime. In addition to this, the police makes a considerable effort in connection with the interdisciplinary collaboration at local level between the local services departments and area health boards and the police. The work is guided by the Council for the Prevention of Crime which was set up as a central coordinating body under the Ministry of Justice in 1971.

152. The national legislation regarding physical and sexual violence against women is to be found in various parts of the Danish Penal Code. The concept of "violence" is not defined in the law, but has - according to theory and legal usage - been decided to mean quite a significant interference with another person's body in the form of intentional assaults.

153. The most important and most frequently used provisions of those related to sexual offence aim partly at ensuring a woman the right freely to decide with whom she wants to have a sexual relationship and partly to protect children, young ones and other persons of both sexes in a weaker position against sexual offence.

154. The most serious sexual offence consists in violating a person's freedom of action by force or threat of force. A woman is protected irrespective of whether the act takes place in wedlock or out of wedlock, and in the first case referred to, irrespective of whether or not the parties were living together. The punishment for rape is imprisonment for a term of up to six years - under aggravated circumstances for up to ten years. Besides punishment of the offender the use of force against a spouse or against children in a marriage entitles the spouse to immediate divorce.

155. The questioning of the offended party is an important part of the investigative steps that the police are to take, especially in cases of sexual violence. For evidence purposes it is generally necessary to interrogate the offended party in detail thus putting a great strain on her. A number of initiatives have, therefore, been taken in order to improve the position of the offended woman in serious cases of assault. Women who have been victims of violence or rape are secured that questioning will be carried out by a female police officer, if there is one available. Today, this issue is taken into consideration when female police officers are to be distributed between various places of work.

156. With effect from January 1, 1989, more extensive rights on legal assistance have been introduced. Any person who has reported rape, incest or similar offences is entitled to request the doors to be closed when giving evidence and to have an attorney appointed on request. The expenses for fees etc. shall be paid by the public.

157. The attorney has to assist the offended party during interrogations, and subsequently in connection with evidence given in court, lend assistance in the calculation of any claim for

damages and in seeking compensation, advise on specific possibilities for help of psychological or medical nature, and assist in approaching other authorities for instance on account of financial and social problems caused by the offence in question. Furthermore, the attorney may advise on the possibility of the police giving the offender a caution not to call on the offended person or cause any nuisance.

158. Information on these rules has been published in a pamphlet by the Ministry of Justice for distribution to social and other public institutions.

159. In so far as medical and psychological assistance is concerned victims of violence and rape will be put through a medico-legal examination with clearly defined tasks and with no view to any subsequent treatment of the victim. Normally, however, the doctor will inform on how to approach the general system of treatment under the Ministry of Health in order to obtain the necessary assistance. It has, however, been difficult to implement the relevant psychological treatment when most required, that is to say immediately after the offence has taken place.

160. Battered women and their children can approach a crisis centre for women and stay there. The crisis centres were mainly established by various sections of the Women's Movement. The first centre was opened in 1979 and by now there are more than 30 centres spread all over the country.

161. Information from the crisis centres shows that an increasing number of women apply for assistance, and that they are relieved on the spot, but also aided on a long-term basis, if they want to. In a statement from 28 of the centres the numbers of women and children staying overnight at least once in 1990 were 2,204 and 2,025 respectively. The total numbers of overnight stays in the same period were 41.388 for women and 34.786 for children.

162. Also women from other nations and cultures, now living in Denmark, find their way to the centres and ask for protection for longer or shorter periods. These might be foreigners married to a Danish man, or women from immigrant or refugee families.

Articles 13-16

Family Life

163. In the field of civil law no distinction is made between men and women. Women - unmarried or married - have the same legal capacity as men with regard to contractual obligations, administration of property, civil liability, wills etc., and the marriage age is the same for both sexes.

164. A fundamental principle is equality of spouses relating to formation and dissolution of marriage. It is expressly provided that husband and wife shall support the family, and in relation to the children spouses have the same rights and responsibilities with respect to custody and guardianship of their joint children.

165. Pursuant to the Names Act spouses retain their own family names when they marry, unless one of them, with the consent of the other, declares that he/she wants to bear the other spouses family name. Children acquire the parents' family name by birth, if the parents use the same family name. If not, parents are free to choose whether the child shall bear the father's or the mother's family name. If the parents make no such choice within six months after the birth of the child, it automatically acquires the mother's family name, regardless of whether the parents are married or not.

166. Marital status does not change the legal capacity of neither men nor women with regard to administration of property. However, when a marriage is based on community of property (which is the principal rule in Denmark) both spouse are, pursuant to the Act on the Legal

Effects of Marriage, liable to administrate his/her part of the joint estate in a way which is not detrimental to the interest of the other spouse.

167. The Danish Marriage Act provides two instruments relating to the termination of a marriage: judicial separation and divorce both of which may be obtained either administratively or by judgment. In the case of judicial separation the legal effects of a marriage are suspended, but the marriage is not dissolved. Thus none of the spouses may contract another marriage.

168. The Legal Incapacity and Guardianship Act lays down a series of provisions on the custody of children in case of legal separation or divorce. There has to be an agreement or a decision on who shall have custody of the child/children. Subject to consent given by the county authorities or the court, the parents may agree on joint custody, if this is not inconsistent with what is best for the child.

169. The Marriage Act contains rules with regard to the question of alimony during separation and after divorce. If the spouses themselves cannot reach an agreement on this question, the court decides whether and for which period a spouse shall pay maintenance to the other. Only under special circumstances can it be decided that the alimony shall run for more than ten years.

170. In connection with separation and divorce an account is made of the two parts of the joint estate. If the account is positive the part is divided equally between the spouses. Certain pensions, indemnities and other rights of a personal nature are not considered to be a part of the joint estate. However, in some cases a spouse may benefit from the pension of the former spouse in spite of divorce.

171. The family concept has changed as per January 1,1991. From then on a Danish family can be composed of only one person. The age limit for children living at home to be included in the family of their parents is 18 years as against 26 years previously. According to this new definition the Danish society had a total of 2.8 mio. families in January 1991.

172. Out of these 1.5 mio. were single person families. Single women without children comprised close to 47% of this total of single person families. Single women with child/children comprised close to 7%, single men without children close to 46%, and single men with child/children just about 1%. Women are thus much more often than men heads of single person households with children. In the decade of 1980's there has, however, been an increase of single men with child/children of 26.9%. as against a 20.5% growth of single women with child/children.

173. The same statement shows that there were 580,733 married couples without children and 438,654 married couples with children. The remaining families were either youngsters under 18 living outside their parents' home or various new family types which were also introduced along with the new definition. These types are registered partnerships comprising two adults of the same sex who have registered as a couple and live with or without children; cohabitating couples composed of two non-married adults of opposite sexes with common children; and cohabiting couples composed of two non-married adults of opposite sexes without common children.

174. A registered partnership has with some exceptions the same legal effect as marriage, and the principles of the Marriage Act on separation and divorce governs the dissolution of such a partnership.

175. No special rules apply to the estates of non-married couples, neither during their cohabitation nor at its dissolution. The estates of the two persons involved are considered to be two separate estates unless special agreements have been made. If the parents of a child are not married, the mother has sole custody of the child. Subject to consent given by the county

authority the parents can agree on joint custody. Recognition of the paternity of a child does not automatically give the father a right to joint custody.

176. In spite of all legal action of equality between the sexes the traditional division of family labour still prevails in the majority of families. A recent investigation shows, however, that the number of couples who share household tasks equally are increasing.

177. Apart from provisions on pregnancy, parental leave and day-care facilities a number of social services are secured families by law. Regular visits of infant health nurses after childbirth have for a long time been a basic service, and so have benefits for children paid by the government to parents and single supporters.

178. The Ministry of Social Affairs has made the situation of single supporters a priority, and as 86% of these are women many activities have had single mothers as their target group. Among 195 projects being financially supported by the Ministry 80 were for women only, for instance folk high schools during day-time, holidays for single mothers with children, and the crisis centres already mentioned above. Also activities as literacy classes and women's centres specifically for female immigrants and refugees have been implemented with funds from the Ministry.

179. The interministerial Committee on Children (ref. Chapter 1) has initiated a substantial investigation and published debating materials on the conditions of families with children. Equality is a precondition of the work of the Committee. Final results of the investigation are not yet published, but the mapping out of the specific problems of families with children has been of great importance to the dialogue between the institutions of the labour market and those of the child care system.

EPILOGUE: EQUALITY FOR ALL

180. As regards institutions, measures and means Denmark has established a framework which seems suitable for the de jure and the de facto work on equality, and the combating of any discrimination against women. On the whole the legislation and the action plans developed over the years meet the demands of the international conventions, plans of action, directions and recommendations to which the Danish state has committed itself.

181. The reporting period has given rise to many new and innovative activities to the protection of women against discrimination and to the endeavours of obtaining equality between men and women in the Danish society. At the same time it has seen a change in views and a reluctance as to strategies. For instance the strategy of integrating women in trades traditionally dominated by men has been subject to criticism, so discussions of ways and means are still necessary for further development.

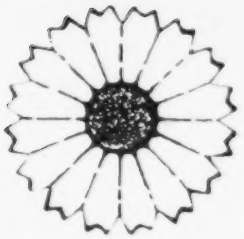
182. Other important issues are based on the fact that both men and women are parents just as well as they are workers, so men ought to be equal partners in the rearing of children. Any changes in legislation on conditions in the labour market or the domestic sphere, therefore, have to be considered carefully, as some offers might have a lopsided gender effect. Examples of innovative day care schemes might make it more difficult for women to maintain a permanent association with the labour market, and in the discussion of a possible extension of the parental leave the Equal Status Council has emphasized that it only ought to apply to fathers, as the status of women in the labour market will deteriorate, if the mothers extend their leave.

183. It is also a fundamental claim that men understand their duties towards family life, as such an understanding will change their demands to the working life. The workplaces have to agree to the need of men going on parental leave, caring for sick children etc. Further, it is important that a lifelong perspective of the employees be established by the workplaces and that these find it natural, if family duties for some years draw a line for work performances.

184. Equality of opportunities is no doubt a professed aim in Denmark, and yet substantial inequalities exist between the sexes. Legislation which upheld male dominance has been eroded, but tradition combined with the effect of socialization still works powerfully to reinforce sex roles that are commonly regarded as of unequal prestige and worth. Women advance more slowly than men in the workplaces, and thus gain less seniority and fewer management positions. They are also still seen as those who are primarily responsible for the rearing of the children. Many injustices are thus experienced by women as women.

185. A fact also to be taken into consideration when working for a situation of full equality in practice is, however, that women do not form a homogeneous group. There are women who are chronically unemployed, single, heads of households, victims of aggression or aliens to the Danish society. There are also those who are disabled, prostitutes, victims of sexual harassment, of trading in women or of AIDS, and other particular groupings who are stricken twofold by discrimination through their status as women and their difficult position caused by specific economic, social, cultural or health conditions.

186. Before also these women are treated as equal citizens and are given equal opportunities with men and with their fellow sisters discrimination cannot be claimed eliminated in the Danish society.



DANSKE
KVINDERS
NATIONALRÅD

Comments by the NATIONAL COUNCIL OF WOMEN IN DENMARK
to
"Third Periodic Report by the Government of Denmark on the implementation of the Convention on the Elimination of all Forms of Discrimination Against Women"

The National Council of Women in Denmark (DKN) is pleased to have the opportunity to comment on the Danish report to the CEDAW Committee. CEDAW plays an important role in our work in Denmark as well as in the international cooperation between women's organizations.

In June 1990 DKN organized seminars in Copenhagen on the work undertaken by the United Nations concerning women - including CEDAW. The seminar was part of the parallel activities held in conjunction with the CSCE Conference in Copenhagen on "The Human Dimension of The Conference on Security and Cooperation in Europe" .

At the following CSCE/CHD conference in Moscow in September 1991, where DKN participated in the parallel activities as well as in the Danish government delegation, the conference succeeded in adopting a final document incorporating CEDAW as a central element. (Document of the Moscow Meeting of the Conference on the Human Dimension of the CSCE, Moscow 1991, Article 40).

In 1992 the focus was again on CEDAW, this time in connection with one of our national meetings for DKN's 41 member organizations. The title of the meeting was: "Do human rights extend to women".

Nationally CEDAW plays a prominent role as a tool to make the government adhere to its obligations and thus promote equality. It is therefore necessary that the wording of the convention as well as the Danish reports submitted to the CEDAW Committee are made available to the public in a popular version tranlated into Danish. Such material has not been issued in connection with the previous reports.

The following are comments on the Third Periodic Report by Denmark:

Danske Kvinders Nationalråd - The National Council of Women in Denmark
Niels Hemmingsensgade 10, 2., Postbox 1069 DK-1008 København K. Telefax 33 12 67 40 Giro 800 19 01 Telefon 33 12 80 87

General remarks

It is the opinion of DKN that in Denmark serious endeavours are undertaken to promote equality between women and men within all the areas covered by the Convention. But it is a fact that discrimination against women still exists. This manifests itself i.a. in the wage statistics and unemployment figures, in the relatively modest number of women holding top positions at the power centres of the society. It finds also expression in the small number of women in research circles. Violence against women in the family and rape are also symptoms of the lack of due respect and dignity accorded to women as compared to men.

Article 4

There is a need for special advisers on equality in the ministries to ensure a cross-disciplinary equality approach and coordination. The creation of this position in the Ministry of Foreign Affairs has been very valuable. Local governments on county and district level should also employ such advisers to ensure local initiation of work on the action plans on equality between men and women adopted by the Folketing.

The Danish report states that 29 special advisers on equality have been employed on a national basis in the labour exchange and placement services. However, this is no guarantee that the thousands of jobless women receive the support necessary to overcome the discrimation of the labour market. Besides, the special advisers are not only employed to promote equality between women and men, they are also part of the general labour exchange and placement service, and no specific limit has been fixed for either task.

Article 10

As regards women's studies and equality between men and women in research posts in further and higher education we would like to emphasize the following:

The Women's Research Action Plan has had a positive effect, because more funds have been allocated to women and gender research, but this has not lead to the expected integration of women and gender research at the institutions. In the institutions of further and higher education, which enjoy a high degree of autonomy, women and gender research is not a priority subject, and thus it is essential that a national initiative is implemented, e.g. in the form of a second Action Plan, and/or that the individual institutions are required to prepare a plan for integration of women research.

Between 1985 and 1991, the period covered by the Action Plan, women's share of posts as assistant and senior lecturers as well as professors at institutions of further and higher education did not improve (15 per cent in 1980, 16 per cent in 1985, and 16 per cent in 1990). Women's share of professorships is still very small, approx. 4 per cent.

It should further be noted that it is difficult for Denmark to observe Article 10 d.

It has proved far more difficult for women to get scholarships than for men, since scholarships are awarded to the research fields where women's share is the lowest. For example, every second graduate from physics can be recruited for a research post (90 per cent of the graduates are men and 10 per cent women), and only every tenth graduate from the humanities can be recruited for a research post (40 per cent men and 60 per cent women). This results in a very lopsided gender effect among researchers.

Article 11

The report states that women are in a majority in the group of unemployed, and that they are worse hit by chronical unemployment. One of the consequences is that the number of women losing their right to daily subsistence allowances is higher than for men. Instead they become eligible to social security benefits and thus may risk losing their financial independence, because social benefits are computed on the basis of a household's income. Married women or women cohabiting with a man become financially dependent on the man.

Thus, Denmark cannot live up to the basic principle that every citizen should be given working opportunities which secure his or her daily existence.

Another problem which should be emphasized is the considerable lack of day-care institutions for children while their parents are working. After the expiry of the parental leave very few parents get an accommodation in a day-care institution of their wish. Usually accommodation at a public day-care institution is offered after one year or more.

The social support services in connection with children's illness are inadequate. Today parents are entitled to stay home and nurse their sick children only on the first day of sickness.

Article 12

It is gratifying to note that the Danish report has focused on the issue of violence against women. In most cultures this is a big but invisible problem - a taboo subject.

However, we would like to add that especially women from immigration or refugee families with no independent residence permit, asylum, apart from the one accorded them by virtue of marriage are in a difficult situation. These women risk being expelled if they divorce a violent husband, unless they have been married for at least three years. In connection with an amendment of the Aliens Act, where the requirement was increased from two to three years of marriage and cohabitation, DKN pointed out the problem to the then Minister for Justice, but under the Act these women are not guaranteed a residence permit in case of a divorce.

The role of women's organizations

The National Council of Women in Denmark is an umbrella organization for 41 Danish organizations engaged in women-related politics and equality between women and men. Women's groups, trade unions, political, religious and humanitarian organizations are members. DKN is engaged in a broad spectrum of activities. In addition to participating in governmental councils and commissions we are instrumental in influencing developments in the Danish society via a close collaboration with other NGOs. Since the establishment of the United Nations DKN has had a seat in the Danish delegation to the United Nations' annual general assembly in New York, and we have also participated in government delegations to world conferences and CSCE fora.

The National Council of Women in Denmark,
Copenhagen 2 April 1993.

Sign. Jytte Lindgård
Chairwoman

sign. Aase Rieck Sørensen
Head of Secretariat

Dansk Kvindesamfund
Niels Hemmingsensgade 10, 3
1153 København K
Tel.: 3315 7837
Fax: 3315 7837
Giro: 700 19 67

12. april 1993

Comments of the DANISH WOMEN'S SOCIETY on the Third Periodic Report by the Government of Denmark on the Implementation of CEDAW.

Generally speaking, the report is a fair description of the position of women in Danish society and of the policies and activities carried out in recent years for the advancement of women.

Consequently the Danish Women's Society has decided to concentrate on a few points in the report:

1. Chapter 1, article 1:

   The Danish Women's Society is in total agreement with the Government in its view that one of the most important preconditions for the implementation of equal rights is that each individual has a right and an obligation to attend to its own needs. In other words labour market and social security policies must be aimed at the individual citizen. This tradition must be kept up.

2. National Plan of Action

   The Danish Women's Society agrees that the adoption of a national policy is a very important measure in the work towards equality between women and men.

   The weakness of the National Plan of Action, however, is that it only applies to the public sector. This means that the whole private sector i.e. industry, business, banking, insurance etc. does not fall under the obligation to develop equal opportunity programmes. The result is that there are very few, if any, private companies that take any interest in the issue of equal opportunities for both sexes. One very serious result of this is that there are very few women involved in economic decision-making.

Women have no influence when it comes to the investment of capital. We consider that a major problem and an undemocratic situation, which has so far been disregarded in the general discussion of equality.

In connection with the National Plan of Action we would like to draw special attention to the fact that public authoritities at county and local level are lagging behind in comparison with the ministries. Very few local authoritites have set up Equality committees or the like to work out local plans of action. This is a major problem among other things because large numbers of women are employed by local authorities e.g. in the social and health sectors. We doubt that a letter from the Prime Minister to the National Association of Local Authorities and the Association of County Councils as mentioned in the Governments report will have sufficient effect. More political pressure must be put on local politicians and senior civil servants.

3. Immigrant women

The Danish Women's Society is concerned that so little attention is paid to the position of immigrant women in Denmark. Denmark needs to develop policies to engage immigrant women and girls in working out equal opportunity strategies.

4. Women and Education

As appears from the Government's report, women have caught up with the educational deficit they used to have in comparison with men. Nevertheless, education still to a high degree prepares for a gender-segregated labour market.

The project of the Equal Status Council "Education in Elementary School" was a great succes and attracted quite some attention both in schools and in public debate, but the problem is that interest in this subject dies out, unless it is renewed all the time.

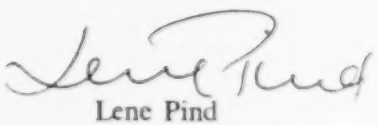
Moreover, at a time when we have achieved what by some definition might be called equality in primary and secondary education, we need a renewed discussion on the subject of equal opportunities in schools from primary school right through to upper secondary school. This debate must be based on new research dealing with the situation in the classroom. Has the classroom really been democratized? Does an apparently egalitarian educational system still contribute to the creation of gender stereotypes? If yes - what are these stereotypes? The number of questions raised by the fact that the two sexes seem to be performing equally well is infinite, as this does not necessarily mean equality.

Finally the Danish Women's Society is concerned that the Ministry of Education appears to have a very negative attitude to the whole question of gender and education. The Ministry does not want to use special measures to achieve equality between the sexes.

5. Women and Employment

The Danish Women's Society would like to give our full support to the description in the Governement's report of the difficulties facing women in the labour market. In this

connection we would like to emphasize the problems facing young mothers. Dismissals of pregnant women or women who have just returned to their jobs after their maternity leave, the unwillingness of employers, both public and private, to employ substitutes in case of parental leave, the insufficient number of high quality public day-care centres all contribute to making it difficult for young women with family responsibilities to maintain their economic independence. Therefore we see these things as a serious threat to equality.



Lene Pind
Danish Women's Society

Annex 1

TRANSLATION of Act No. 238 of 20 April, 1988
as amended on 14 May 1992.

Act on equal opportunities between men and women

1. (1) It shall be the object of the act to promote equal opportunities between men and women in society.

(2) Within their areas, public authorities shall work for equal opportunities and may in connection herewith implement special measures in order to promote equal opportunities for men and women.

2. (1) It shall be the object of the Equal Status Council to promote equal opportunities and the Council may on its own or upon request examine conditions concerning the object of Act.

(2) The Equal Status Council shall give its opinion etc. according to the Act on Equal Treatment of Men and Women in Relation to Employment and Parental Leave etc. and the Act on Equal Pay to Men and Women.

(3) The Equal Status Council shall decide whether an approach gives cause for any further investigation.

(4) Upon a request, employers and employees and their organisations shall make any information available to the Equal Status Council which may be of significance to the activities of the Equal Status Council.

(5) Where the Equal Status Council is considering a concrete matter the Council may call in statements from specialists on the matter.

(6) Representatives of the Equal Status Council and the specialists mentioned in subsection (5) above may for the purpose of its consideration of concrete matters inspect the execution of the work in the enterprises concerned, if an agreement for such an inspection is made with the enterprise.

(7) The Prime Minister may assign other tasks to the Council.

3. (1) The Equal Status Council shall consist of a chairman to be appointed by the Prime Minister and eight members to be authorised by the Prime Minister, so that

1 member is recommended by the Danish Federation of Trade Unions
1 member is recommended by the Danish Employers' Confederation
1 member is recommended by the Salaried Employees' and Civil Servants' Confederation
1 member is recommended by the Danish Women's Society
3 members are recommended by the National Council of Women in Denmark
1 member who represents the research on women shall be authorised upon recommendation of the other members of the Equal Status Council

The authorisations shall apply for four years at a time.

(2) The Prime Minister shall lay down the rules of procedure for the Council.

4. (1) Any violation of Section 2(4) shall be punishable by a fine.

(2) Where such a violation is committed by a public or private limited company, a cooperative society etc. the company or society as such shall be liable to punishment by a fine.

5. (1) This Act shall come into operation as from 1st June, 1988.

(2) Act No. 164 of 12 April, 1978, on the Danish Equal Status Council shall be repealed.

6. (1) This Act does not extend to the Faroe Islands and Greenland.

(2) However, Section 5(2) of this Act does apply to Greenland.

TRANSLATION

Annex 2

Consolidation Act on Equal Treatment of Men and Women as regards Access to Employment and Maternity Leave, etc.

Consolidation Act no. 686 of 11 October 1990

Ministry of Labour

1993

Consolidation Act No. 686 of 11 October 1990
Ministry of Labour

Consolidation Act on Equal Treatment of Men and Women as regards Access to Employment and Maternity Leave, etc.

This is an Act to Consolidate the provisions of Act No. 244 of 19 April 1989 on Equal Treatment of Men and Women as regards Access to Employment and Maternity Leave, etc. with the amendments following from Act No. 268 of 2 May 1990.

Part 1

1. - (1) For the purpose of this Act equal treatment of men and women means that no discrimination may take place on the ground of sex. This applies to both direct discrimination and indirect discrimination, in particular by reference to pregnancy or to marital or family status.

(2) The Act shall be without prejudice to provisions on protection of women, especially in connection with pregnancy or maternity, cf. part 3 of the Act.

(3) The provisions of this Act shall not apply to the extent that a similar obligation to equal treatment follows from a collective agreement, cf., however, section 18 (2).

Part 2

Equal treatment of men and women

2. Any employer shall observe the principle of equal treatment of men and women in connection with recruitment, transfers and promotions.

3. - (1) Any employer who employs men and women shall treat them equally as regards access to vocational guidance, vocational training, vocational continued training and retraining.

(2) The obligation to observe the principle of equal treatment shall also apply to any person who undertakes guidance and training activities as mentioned in subsection (1).

4. Any employer who employs men and women shall treat them equally as regards working conditions. This shall also apply in connection with dismissal.

5. - (1) The obligation to observe the principle of equal treatment shall also apply to any person who lays down provisions and makes decisions concerning access to exercise activities on the basis of self-employment. This shall also apply to the establishment, organisation or extension of an enterprise and the taking-up or extension of any other form of self-employment, including the financing hereof.

(2) The obligation to observe the principle of equal treatment shall also apply to any person who lays down provisions and make decisions concerning vocational training etc. and on the terms governing such activities.

6. No advertisement may state that persons of a specific sex are wanted or preferred in connection with recruitment or vocational training, etc.

Part 3

Pregnancy, maternity and adoption

7. - (1) A female employee shall be entitled to absence from work due to pregnancy and maternity from the date estimated to be 4 weeks before the birth. After the birth the parents are entitled to absence from work for a total period of 24 weeks of which up to 10 weeks can be taken by the father after the 14th week after the birth. The right to absence may only be used by one parent at a time.

(2) The father of the child shall be entitled to absence for up to 2 weeks after the birth or reception of the child in the home

or - according to an agreement with the employer - within the first 14 weeks after the birth. This right is independent of the right to absence under subsection (1) above.

(3) If the child is hospitalised, the right to absence under subsection (2) may be postponed, cf. section 10 (6).

8. The time during which an employee has been absent under section 7 shall be included in connection with calculation of seniority in the employment relationship. This provision shall not apply to pension questions.

9. An employer may not dismiss an employee for having put forward a claim to use the right to absence or for having been absent under section 7 or for any other reason related to pregnancy, maternity or adoption.

10. - (1) A female employee who uses her right to absence under section 7 (1) shall within 8 weeks after the birth inform her employer of the date on which she intends to resume work.

(2) A male employee who uses his right to absence in connection with the birth or reception of the child in the home under section 7 (2) shall with a notice of 4 weeks inform his employer of the date on which he expects the absence to start and of the duration of the absence.

(3) A male employee who uses his right to absence under section 7 (1) shall not later than 8 weeks after the birth inform the employer of the date for the commencement of the absence and its duration.

(4) If the right to absence after the 14th week after the birth is shared between the parents so that the absence of the female employee falls in several periods, she shall in connection with the notice to the employer under section (1) above inform the employer of the date of commencement and the duration of later absences.

(5) In connection with absence by virtue of section 7 (3) adoptive parents shall, if the duration and time of the leave has not been fixed when the child is received, observe the time limits laid down in subsections (1) to (4).

(6) A female employee who uses the right to absence under section 7 (4) because the child is hospitalised within the first 24 weeks after the birth or reception in the home shall, without undue delay, inform her employer about the hospitalisation. At the same time the male employee shall inform his employer hereof. The parents shall, without undue delay, inform their employers about the date on which the child is received in the home after the hospitalisation. If the child is received before notice has been given under subsections (1) to (4), the time limits shall be extended with the time during which the child has been hospitalised. If not, the notices given shall lapse and new notice given within 2 weeks after the reception.

(7) An employee who uses the right to absence under section 7 (3) because the employee is subrogated to the other parent's entitlement to daily cash benefits shall, without undue delay, inform the employer hereof and of the duration of the absence.

Part 4

Void agreements, etc.

11. - (1) Provisions laid down in agreements and in regulations, etc. of undertakings which are in contravention of sections 2 to 5 shall be void. This shall also apply to rules, etc. governing independent professions.

(2) Provisions in agreements and in the regulations etc. of enterprises which concern more than one employer shall also be void if they allow discrimination on the ground of sex in the fields mentioned in sections 2 to 4. This shall also apply to rules, etc. governing independent professions.

12. No deviation from the provisions laid down in this Act may take place to the detriment of the employee.

Part 5

Exemptions

13. - (1) Where the sex of a person is of decisive importance for the exercise of certain types of professional and educational/-training activities, the Minister under whose competence the activities fall may grant exemptions from the provisions laid down in sections 2 to 6 after having consulted the Minister of Labour and the Equal Status Council.

(2) The Equal Status Council may - after having consulted the Minister under whose competence the matter falls - permit measures which deviate from the provisions laid down in sections 2 to 6 with a view to promoting equal opportunities for men and women, mainly by redressing actual inequalities which have an impact upon the access to employment, vocational training, etc.

(3) A permission under subsection (2) above is conditional upon the approval of the representatives of the social partners in the Equal Status Council.

(4) The Minister of Labour may - at the recommendation of the Equal Status Council and after consultation of the Minister under whose competence the matter falls, decide that measures may be initiated in specific fields with a view to promoting equal opportunities for men and women without permission under subsection (2) above.

Part 6

Compensation, etc.

14. Persons whose rights are violated by non-compliance with sections 2 to 5 may be awarded compensation.

15. - (1) If an employee is dismissed for having put forward a claim for equal treatment under sections 2 to 4, the employer shall pay compensation.

(2) The amount of the compensation under subsection (1) above - which may not exceed 39 months' pay - shall be fixed taking into account the seniority of the employee and other circumstances of the case.

(3) Subsections (1) and (2) shall be similarly applicable where the obligation to observe the principle of equal treatment follows from a collective agreement, but where the collective agreement does not give the person concerned a right to compensation in the case of a dismissal which is not reasonably justified by the conditions of the employee or the undertaking. The claim shall be dealt with under the special procedures set up for settlement of industrial disputes.

16. - (1) If an employee is dismissed in contravention of section 9, the dismissal shall be set aside if a claim to this effect is made, unless it is - in special cases and after a balancing of the parties' interests - considered unreasonable to claim the employment relationship maintained or restored.

(2) If an employee is dismissed in contravention of section 9 and the dismissal is not set aside, the employer shall pay compensation.

(3) The amount of the compensation - which may not exceed 78 weeks' pay - shall be fixed taken into account the seniority of the employee and other circumstances of the case.

(4) If dismissal takes place in connection with pregnancy, maternity or adoption, it shall be incumbent on the employer to prove that the dismissal was not based on these grounds.

Part 7

Miscellaneous provisions

17. The Minister of Labour shall lay down special rules on the maternity leave, etc. of seafarers.

18. - (1) The Equal Status Council may - at its own initiative or at request - investigate matters related to this Act.

(2) Employers and employees as well as their organisations shall at request give the Equal Status Council any information of importance to the activities of the Equal Status Council.

Part 8

Penal sanctions

19. - (1) Violation of sections 2 to 6 and of section 18 (2) shall be punishable by a fine.

(2) If the violation has been committed by a company, a private company, a co-operative society or a similar body, the fine shall be imposed upon the company, etc. as such.

Part 9

Commencement

20. - (1) This Act shall come into operation on 1 May 1989.

(2) The Act on Equal Treatment of Men and Women as regards Employment, etc., cf. Consolidation Act no. 572 of 28 August 1986 and the Act on Maternity Leave, etc., cf. Consolidation Act No. 101 of 6 March 1987 are hereby abolished.

21. This Act shall not extend to the Faroe Islands and to Greenland.

Act No. 268 of 2 May 1990 amending the Act on Equal Treatment of Men and Women as regards Employment and Maternity Leave etc. contains the following provision on commencement:

Section 2

(1) This Act shall come into operation the day after its publication in the Danish Law Gazette and shall be operative as from 2 April 1990.

(2) However, section 2, par. 5 shall not come into operation until at a later date to be fixed by the Minister of Labour,[1]

The Ministry of Labour, 11 October 1990

KNUD ERIK KIRKEGAARD

/E. Edelberg

[1] I.e. section 21 of the Act.

TRANSLATION

Annex 3

Consolidation Act on Equal Pay to Men and Women

Consolidation Act no. 639 of 17 July 1992

Ministry of Labour
1993

Consolidation Act No. 639 of 17 July 1992,
Ministry of Labour

Consolidation Act on Equal Pay to Men and Women

This is an Act to consolidate the provisions on Equal Pay to Men and Women, cf. Consolidation Act No. 422 of 15 June 1989 with the amendments following from Act No. 374 of 20 May 1992.

1. - (1) No discrimination on the ground of sex as regards pay may take place in contravention of this Act.

(2) Any employer shall give men and women equal pay, including equal pay conditions, for the same work or work given the same value.

(3) The evaluation of the value of the work shall take place on the basis of a general evaluation of relevant qualifications and other relevant factors.

(4) The provisions laid down in this Act shall not apply to the extent that a corresponding obligation to give equal pay follows from a collective agreement.

2. An employee whose pay is lower than that of others in contravention of section 1 of this Act shall have a claim to the difference.

3. - (1) An employer shall not be allowed to dismiss an employee for having put forward a claim for equal pay, including equal pay conditions.

(2) It is incumbent upon the employer to prove that a dismissal has not been effected in contravention of the rules laid down in subsection (1). However, this shall not apply if the dismissal

takes place more than 1 year after the employee has put forward his claim for equal pay.

(3) A dismissal which has been effected in contravention of the rules laid down in subsection (1) shall be set aside if a claim to this effect is made, unless it is - in special cases and after a balancing of the parties' interests - considered unreasonable to claim the employment relationship maintained or restored. A dismissed employee may instead claim compensation. The compensation may not exceed 78 weeks' pay calculated on the basis of the average earnings of the dismissed employee and shall be fixed with due regard to the employment period of the employee and other circumstances in the particular case.

4. Section 3 shall be similarly applicable to sectors covered by collective agreements under which the employees are entitled to equal pay, including equal pay conditions, but which do not have rules on compensation for a dismissal which is not reasonably justified by circumstances of the employee or the enterprise. The claim shall be dealt with under the special procedures for settling industrial disputes.

5. An employee may not waive his rights under this Act.

5 a. - (1) The Equal Status Council may at its own initiative or at request investigate matters related to this Act.

(2) Employers and employees as well as their organisations shall at request give the Equal Status Council any information of importance to the activities of the Equal Status Council.

(3) The employer shall give any information required in order to make possible an evaluation of whether the provisions of the Act have been complied with. If such information deals with the pay conditions of individual persons, the persons concerned shall be given notice of the fact that such information has been given and that it will be treated confidentially.

6 a. - (1) Violation of Section 5 a (2) shall be punishable by a fine.

(2) If the violation has been committed by a company, a private company, a co-operative society or a similar body, the fine shall be imposed upon the company, etc. as such.

7. The present Act may receive the Royal Assent as soon as it has been adopted.

8. This Act shall come into operation on 9 February 1976 and shall apply to pay relating to the period after the commencement of the Act.

9. This Act shall not extend to the Faroe Islands.

Act No. 374 of 20 May 1972 lays down the following provision on commencement:

Section 3

This Act shall come into operation the day after its publication in the Danish Law Gazette.

Ministry of Labour, 17 July 1992

KNUD ERIK KIRKEGAARD

/A. Toft

Annex 4

Act on Equality in Appointing Members to Public Committees etc.
No. 157 of April 24, 1985

Art. 1

Public boards and committees etc, established by a minister to prepare rules or planning of importance for the society shall, to the extent possible, have a balanced composition of men and women.

Art. 2

Authorities or organizations, which are to suggest members of committees etc as mentioned in art. 1, must suggest both a man and a woman. If more than one seat is to be filled an equal number of men and women must be proposed, and in case of an uneven number of members only one more of one of the sexes may be suggested.

Sect 2. The Authority or organization may, if special circumstances prevail, deviate from sect 1. but in such case the reason must be stated.

Art. 3

Before establishment of committees etc as mentioned in art. 1 the minister in question shall advise the Prime Minister about the planned composition.

Art. 4

The act enters into force on July 1, 1985.

Art. 5

The act does not apply on the Faroe Islands.

Sect 2. The act does not apply to Greenland, but may be put into force in Greenland, with the changes dictated by the special local circumstances.

Annex 5

TRANSLATION of Act No. 427 of 13 June, 1990

Act on equal opportunities between men and women at the occupation of certain executive board positions in the public administration

WE, MARGRETHE II, by the Grace of God Queen of Denmark, do hereby make known:
The Folketing has passed and we by Our Assent have affirmed the following Act:

1. (1) Authorities in the public administration governed by an executive board, a representative committee or by a similar collective management shall endeavour to have as balanced a composition of men and women as possible.

(2) Upon consultation with the Prime Minister, the minister concerned may lay down rules to the effect that subsection (1) hereof shall apply also to specific non-profit institutions, partnerships, private limited companies, and public limited companies which are not usually reckoned among authorities in the public administration. However, this shall apply only if the costs and expenditure of the activities of such non-profit institutions are mainly borne by public funds, or if the majority of the company is owned by the state or the company carries out activities according to concession or similar public authorisation.

2. (1) In cases where a board or committee etc. of the authorities and institutions mentioned in Section 1 above is wholly or partly appointed by a minister, those authorities and organisations who recommend a member to the committee shall suggest both a man and a woman. If several members are to be recommended, an equal number of men and women shall be suggested, and, in case of an uneven number, one more of one gender than of the other gender. The minister shall decide who shall be appointed as the member. Similar rules shall apply where authorities or organisations shall appoint members according to rules of law.

(2) Subsection (1) above shall not apply if members of the board are wholly or partly elected by direct voting.

3. Where there are special reasons the authority or the organisation may deviate from the rules under Section 2(1). In such cases, the authority or the organisation shall at the same time state its reason for such deviation.

4. The minister concerned shall report to the Prime Minister's Department every three years on the development within the scope of the ministry thus concerned.

5. (1) This Act shall come into operation as from 1st July, 1990.

(2) The reporting under Section 4 above shall take place for the first time as on 1st January, 1994.

6. This Act does not extend to the Faroe Islands and Greenland.

Given at Christiansborg Palace, this thirteenth day of June One thousand nine hundred and ninety.

Under Our Royal Hand and Seal.

MARGRETHE R.

/ Poul Schlüter

TABLE 1

Members of public Committees etc.
Percentage of Women

1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
10,4	11,4	11,8	12,7	15,7	14,8	23,6	19,5	18,5	22,8	27,3

After the new Act on Equality of Men and Women in Appointing members of Public Committees etc., which entered into force on July 1, 1985, the percentage of women in the committees has almost tripled.

TABLE 2

The number of students at institutions for advanced studies on 1 October 1990, distributed according to educational level, sex, and average age.

		Men	Women	Average age
Upper secondary courses	1,185	913	272	24.5
Short-term advanced courses	2,173	350	1,823	30.1
Medium-term advanced courses	42,262	22,087	20,175	25.9
Long-term advanced courses	79,225	43,174	36,051	28.4
Total	124,845	66,524	58,321	27.2

TABLE 3

Number of students and percentage of women in advanced education, 1977, 1985 and 1990.

	1977		1985		1990	
	Total	%	Total	%	Total	%
Upper secondary courses	847	27.3	1,520	43.8	1,185	21.0
Non-technical courses	624	1.3	1,056	7.0	1,009	9.6
Health sector courses	223	100.0	595	99.8	176	99.4
Short-term adv. courses	**6,788**	**86.5**	**2,588**	**83.9**	**2,173**	**83.9**
Defence related courses	175	1.1	-	-	-	-
Social science courses	-	-	150	42.6	8	25.0
Visual and performing arts and aesthetics c.	98	42.9	127	42.5	167	41.9
Health sector courses	181	91.7	262	85.5	281	82.2
Arts and divinity c.	6,334	89.4	2,049	89.3	1,717	88.5
Medium-term adv. courses	**30,683**	**43.8**	**33,883**	**41.8**	**41.262**	**47.7**
Defence related courses	-	-	260	3.5	392	3.3
Technical courses	2,199	2.2	5,105	7.5	7,327	19.8
Social science courses	9,253	22.7	14,870	26.4	18.242	34.4
Visual and performing arts and aesthetics c.	538	36.8	369	48.0	164	36.6
Educational courses	14,368	54.8	6,447	64.6	7,088	68.1
Arts and divinity c.	2,972	66.2	4,934	78.6	7,121	82.0
Health sector courses	1,353	91.7	1,898	86.5	1,928	88.1
Long-term adv. courses	**71,668**	**37.4**	**64.868**	**41.2**	**79,225**	**45.5**
Defence related courses	187	0.5	90	4.4	76	1.3
Technical courses	7,957	13.5	10,425	19.7	11,877	25.6
Natural science courses	8,893	23.4	8,725	27.5	11,855	33.8
Agricultural science c.	1,457	31.7	2,157	40.2	2,672	50.8
Educational courses	2,675	36.4	2,818	46.7	2,698	54.6
Social science courses	16,980	34.5	19,143	40.6	26,912	44.5
Health related courses	8,786	40.2	6,646	54.4	5,526	60.8
Food science courses	239	48.1	283	57.0	296	68.6
Vis. and perf. and aest.	3,014	50.6	2,756	57.1	3,056	56.6
Arts and divinity c.	21,480	52.1	11,825	58.7	14,257	62.5
Total	**109,986**	**42.2**	**102,85**	**942.5**	**124,845**	**46.7**

TABLE 4

The labour force according to sex. 1960 - 1991

	MEN		WOMEN		TOTAL
	number	%	number	%	
1960	1,447,500	73.8	515,000	26.2	1,962,500
1967	1,478,300	63.2	861,900	36.8	2,340,200
1969	1,455,400	61.8	900,800	38.2	2,356,200
1970	1,462,100	61.4	918,100	38.6	2,380,200
1971	1,466,200	60.9	942,900	39.1	2,409,100
1972	1,451,000	59.9	973,200	40.1	2,424,200
1973	1,454,200	59.4	992,100	40.6	2,446,300
1974	1,464,000	59.1	1,014,700	40.9	2,478,600
1975	1,462,800	58.9	1,022,800	41.1	2,485,600
1976	1,481,100	59.4	1,013,900	40.6	2,495,000
1977	1,489,400	58.7	1,048,100	41.3	2,537,500
1978	1,499,600	58.2	1,078,500	41.8	2,578,100
1979	1,486,400	56.5	1,144,300	43.5	2,630,700
1981	1,485,900	55.6	1,188,500	44.4	2,674,400
1983	1,491,000	54.6	1,240,900	45.4	2,731,900
1984	1,481,000	54.4	1,239,000	45.6	2,720,000
1985	1,499,000	54.4	1,254,000	45.6	2,753,000
1986	1,526,000	54.2	1,290,000	45.8	2,816,000
1987	1,514,000	54.1	1,285,000	45.9	2,799,000
1988	1,573,000	54.2	1,330,000	45.8	2,903,000
1989	1,571,000	54.2	1,328,000	45.8	2,899,000
1990	1,576,000	53.8	1,352,000	46.2	2,928,000
1991	1,565,000	53.4	1,363,000	46.6	2,928,000

The ratio of women in the labour force has in the period 1960 - 1991 increased from about one third to about one half. The increase in the number of men was 117.500, while 848.000 more women appeared on the labour market. The figures comprise all persons between 15 and 74 years available for the labour market. The unemployed are therefore included.

TABLE 5

Number of persons in the labour force compared to the number of persons aged 15-74. Percentage 1967 - 1986. Distributed according to sex and marital status.

	Men	Women	Married women
1967	86.0	49.1	44.9
1969	83.5	50.5	48.5
1970	82.9	51.2	49.0
1971	82.2	52.2	51.3
1972	80.8	53.5	52.9
1973	80.5	54.2	54.1
1974	80.5	55.2	55.4
1975	80.3	55.4	56.3
1976	80.9	56.7	54.5
1977	81.0	58.5	56.4
1978	81.4	60.8	57.3
1979	79.3	60.9	60.7
1981	78.9	62.5	63.2
1983	78.4	64.7	66.2
1984	77.9	64.2	63.1
1985	78.4	65.2	64.6
1986	78.9	66.9	65.2
1987	80.1	68.7	69.9
1988	81.0	68.5	70.3
1989	80.8	68.3	70.1
1990	80.8	69.4	71.6
1991	79.9	69.7	71.8

TABLE 6

The Average unemployment per year 1973 - 1992.

	Average number of unemployed			Percent of the labour force		
	Men	Women	Total	Men	Women	Total
1973	16,500	5,300	21,800	1.1	0.5	0.9
1974	36,100	14,500	50,500	2.5	1.5	2.1
1975	85,500	40,100	125.600	5.8	3.9	5.1
1976	81,400	51,800	133,200	5.5	5.0	5.3
1977	90,600	72,900	163,600	6.1	6.9	6.4
1978	99,100	91,600	190,700	6.6	8.3	7.3
1979	77,100	84,700	161,800	5.1	7.4	6.1
1980	94,000	90,000	184,000	6.5	7.6	7.0
1981	134,000	109,000	243,000	9.2	9.2	9.2
1982	141,000	122,000	263,000	9.7	10.0	9.8
1983	144,000	139,000	283,000	9.8	11.3	10.5
1984	130,000	146,000	276,000	8.8	11.7	10.1
1985	111,000	141,000	252,000	7.5	11.0	9.1
1986	91,000	130,000	220,000	6.1	10.0	7.9
1987	96,000	126,000	222,000	6.4	9.6	7.9
1988	109,000	135,000	244,000	7.3	10.3	8.7
1989	120,000	145,000	265,000	8.1	11.1	9.5
1990	124,000	148,000	272,000	8.4	11.3	9.7
1991	137,000	159,000	296,000	9.3	12.1	10.6
1992	148,800	169,500	318,300	-	-	11.4

The unemployment has increased for both men and women. Until 1984 the men were most affected by unemployment. But already from 1977 women accounted for a higher unemployment percentage than men.

In 1983 the picture changed. The total unemployment fell. But for women the decrease came later and was slower. Since 1989 the total unemployment has increased.

TABLE 7

Average earning per hour for non-skilled men and women. 1970 - 2. quarter of 1992.

	Men	Women	% of women's earnings compared to men's
1970	14.41	11.48	79.7
1971	16.38	13.22	79.7
1972	18.11	14.92	82.4
1973	20.83	17.93	86.1
1874	24.89	22.06	88.6
1975	29.58	26.63	90.0
1976	33.05	30.07	91.0
1977	36.40	33.37	91.7
1978	39.94	36.56	91.5
1979	44.02	40.26	91.5
1980	48.29	44.04	91.2
1981	52.80	48.10	91.1
1982	58.16	52.63	90.5
1983	62.10	56.42	90.9
1984	65.09	59.14	90.9
1985	68.08	61.42	90.2
1986	71.58	63.79	89.1
1987	78.29	69.39	88.6
1988	83.04	73.80	88.9
1989	86.11	77.00	89.4
1990	89.37	80.03	90.0
1991	92.92	83.52	89.9
1992 2.q	96.21	86.89	90.3

The average earning per hour for non-skilled women approached that of men during the period 1970-1977, although at a decreasing rate. From 1978 the trend reversed and in 1987 the ratio was back at the same level as in 1988.

TABLE 8

Monthly payment of salaried employees in the private sector, divided according to sex. 1970 - 1992. Dkr.

Year	Men	Women	% of women's salary compared to men's
1970	3,750	2,380	63.5
1971	4,115	2,645	64.3
1972	4,534	2,905	64.1
1973	5,219	3,404	65.2
1974	6,255	4,106	65.6
1975	7,021	4,650	66.2
1976	7,641	5,237	68.5
1977	8,267	5,819	70.4
1978	9,034	6,445	71.3
1979	10,027	7,226	72.1
1980	11,007	7,951	72.2
1981	12,263	8,915	72.7
1982	13,713	10,018	73.1
1983	14,500	10,558	72.8
1984	15,309	11,143	72.8
1985	16,159	11,618	71,9
1986	17,113	12,204	71.3
1987	18,234	13,111	71.9
1988	19,241	13,837	71.9
1989	20,011	14,348	71.7
1990	20,877	15,030	72.0
1991	21,606	15,525	71.9
1992	22,203	15,975	72.0

The development for salaried employees is different from that of the non-skilled workers. The women approached the men until 1983, but from then on this trend reversed. The difference is much larger for salaried employees than for non-skilled workers, because there is a wider spread between the employees, where women are mainly placed at the bottom of the hierarchy.

TABLE 9

The number of live births and the number of legal abortions 1970 - 1991.

	Number of live births	Total fertility rate	Legal abortions
1974	71,327	1,897	24,868
1975	72,071	1,919	27,884
1976	65,267	1,747	26,842
1977	61,878	1,660	25,662
1978	62,036	1,668	23,699
1979	59,469	1,602	23,193
1980	57,293	1,546	23,334
1981	53,089	1,437	22,779
1982	52,658	1,427	21,462
1983	50,822	1,377	20,791
1984	51,800	1,400	20,742
1985	53,749	1,447	19,919
1986	55,312	1,480	20,067
1987	56,221	1,496	20,830
1988	59,844	1,560	21,200
1989	61,351	1,621	21,456
1990	63,433	1,668	20,589
1991	64,465	1,683	-
Average			
1961/70	79,220	2,398	5,651
1971/80	67,210	1,803	21,616
1981/90	55,937	1,492	20,984

After a long decrease period the birthrate has increased since 1983. The increase was due to modified birth patterns, because women in the labour market have their children later and with larger intervals.

The number of abortions and births has no immediate relation. Since 1975 the number of abortions has decreased. The higher birthrate is not a result of a low abortion frequency.

TABLE 10

Weekly working hours for occupational parents with small children in 1974, 1985, 1987 and 1989.

	1974	1985	1987	1989
Fathers with small children hours per week	45	43	45	42
Mothers with small children hours per week	31	34	34	34

The result of reducing working hours has been a decline in fathers' weekly working hours. The average of fathers' working hours is still about 10% higher than the normal contractual working hours. In average the consequence of reducing working hours has not given women in the labour force shorter working hours. A tendency of changing from part-time work towards full-time work is part of the pattern.

TABLE 11

Marriages and divorces 1970 - 1990.

	Weddings per 1000 non-married			Number		Divorces
	Men(1)	Women(2)	Weddings	Marriages (3)	Divorces	per 1000 married men
1970	67.2	50.5	36,376	1,192,914	9,524	7.6
1971	59.3	44.8	32,801	1,206,285	13,401	10.8
1972	54.9	41.7	31,073	1,209,888	13,134	10.9
1973	52.7	40.2	30,813	1,206,097	12,637	10.5
1974	55.2	42.2	33,182	1,200,670	13,132	11.0
1975	51.2	39.1	31,782	1,196,721	13,264	10.6
1976	49.0	37.5	31,192	1,189,875	13,064	10.5
1977	49.3	37.7	32,174	1,183,326	13,383	10.8
1978	42.8	32.9	28,763	1,180,301	13,072	10.6
1979	39.8	31.1	27,842	1,172,679	13,044	10.7
1980	36.7	28.7	26,448	1,110,381	13,593	11.2
1981	34.0	26.7	25,411	1,123,455	14,425	12.1
1982	31.6	24.8	24,330	1,096,149	14,621	12.4
1983	34.0	27.8	27,096	1,081,333	14,763	12.7
1984	34.8	27.9	28,624	1,069,841	14,490	12.6
1985	34.4	28.0	29,322	1,060,663	14,385	12.6
1986	34.9	28.9	30,773	1,052,737	14,490	12.8
1987	34.6	28.6	31,132	1,047,255	14,381	12.7
1988	35.3	29.0	32,080	1,041,804	14,717	13.1
1989	32.7	29.9	30,894	1,035,620	15,152	13.6
1990	33.3	27.6	31,513	1,029,378	13,731	12.9

(1) Men over 17 years

(2) Women over 14 years

(3) Married or separated.

The number of weddings has increased since 1982 while the number of divorces remained constant. Even if the number of marriages has increased it does not signify the number of men and women living together.

Many cohabitant couples get married after a period.